



# 2020 Moffitt Diversity

Since 2003 Moffitt Cancer Center has had a sustained commitment to diversity, inclusion and equity.

*The importance of the Cancer Center's focus on equity has never been more starkly highlighted than during fiscal year 2020. From the glaring disparities spotlighted during the COVID-19 pandemic to the global movement for racial justice, clearly Moffitt Cancer Center's commitment to diversity, inclusion and equity is more important than ever.*

## LANGUAGE SERVICES

Regionally, Moffitt Cancer Center is the only health care institution within the Tampa Bay area with a centralized Language Services department. The Language Services department sets the national standard by engaging a team of professionally trained, certified translators and interpreters.

During the pandemic, interpreter services became 100% virtual. Our Spanish interpreters provided services remotely (via phone or video) in support of outpatient virtual visits or on-site visits (281 Virtual Visits were completed).

 LANGUAGE SERVICES PERFORMED	<b>257</b> American Sign Language encounters
	<b>5,936</b> Interpreting encounters completed
	<b>625</b> Document translations into Spanish

## M-POWER

M-POWER's primary objective is to reduce cancer health disparities by empowering community members to take an active role in preventing disease and maintaining overall health. M-POWER collaborates with internal and external partners to provide health education, health information and access to cancer care to racially/ethnically and linguistically diverse community members, people with limited income, uninsured and underinsured, those who are underserved or medically needy and those with limited health literacy.



## TEAM MEMBER ENGAGEMENT NETWORKS

Team Member Engagement Networks (TMEN) are voluntary, employee-led groups. Moffitt Cancer Center continues to have two networks: **Generation Moffitt (GenM)**, which supports young professionals, and **UNITY@Moffitt**, which consists of lesbian, gay, bisexual, transgender and queer/questioning team members and their allies. In response to the major shift to working remotely from home due to COVID-19, GenM hosted 14 creative virtual events from March through June 2020, and increased efforts to bring awareness to their Mentorship Program, which resulted in eight new mentorship matches to leaders (mentors).



## DIVERSITY AND INCLUSION

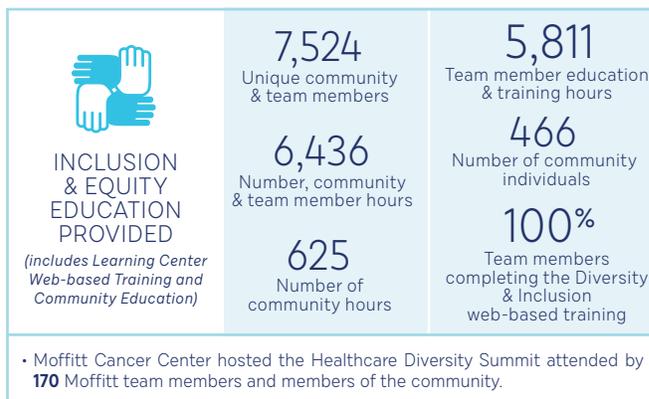
Moffitt Cancer Center's commitment to strengthening a center-wide culture of equity, respect and belonging is the mandate of Moffitt's Diversity and Inclusion Program. As such, Diversity and Inclusion supports team member inclusion and culturally competent care for patients.

## MOFFITT DIVERSITY AND INCLUSION AWARDS/RECOGNITIONS

Ranked No. 5 on **DiversityInc's 2020 Top Hospitals & Health Systems list**. The ranking places Moffitt Cancer Center among the nation's top companies for human capital representation, workplace practices, supplier diversity and leadership accountability.



Named a Healthcare Equality Index (HEI) Leader in LGBTQ Healthcare Equality for the ninth consecutive year in the Human Rights Campaign Foundation's HEI report.



## SUPPLIER DIVERSITY

Moffitt Cancer Center recognizes the importance of supplier diversity in all aspects of our procurement and business practices and is committed to the inclusion, development, growth and utilization of diverse suppliers.

### Vendor Spotlight

When the COVID-19 pandemic hit in March, the Supply Chain team sought additional vendors in the marketplace when our primary suppliers could not meet the increased demand for personal protective equipment and other critical supplies.

This provided an opportunity for three local small/diverse woman-owned businesses to answer the call. Scopeshield, Inc., Vivid Consulting Group, and FL Solutions were agile and resourceful in a time of crisis. As a result, approximately \$3.6 million in purchase orders were issued to these businesses, further creating a positive local economic impact in the communities we serve.

